



Indiana Child Care Fund

1998-2000 Annual Report

Our History

A group of state, national and local leaders came together in 1995 to form a unique, unprecedented, public/private partnership to address the critical issues of quality child care for our state's working families. Together, this group convened the award-winning Indiana Symposium on Child Care Financing Initiative. This initiative facilitated the activities of counties throughout the state in building public/private partnerships for community child care. The state's private sector partners proposed the establishment of an Indiana based fund to turn public and private sector contributions into investments to improve child care options for working families. Indiana reacted positively to the group's initiative and on December 2, 1997, Governor Frank O'Bannon and several public and private sector "champions" formally launched the Indiana Child Care Fund (ICCF). Initially, the Indiana Donor's Alliance served as the fiscal agent and official home of the ICCF. However, the ICCF, a non-partisan effort, now operates independently as a 501(C) (3).

Our Purpose

The Indiana Child Care Fund is committed to working closely with county child care initiative teams, corporate and private sector investors and the state's Family and Social Services Administration to significantly enhance the child care delivery system throughout the state to provide the highest quality of care for children of working parents.

Our Goals

Through executive order, Governor O'Bannon authorized the Indiana Child Care Fund, Inc., to undertake the following activities essential to the well-being of the children of Indiana:

- Increase public awareness of child care issues;
- Educate child care providers regarding quality child care;
- Raise funds to encourage and support quality child care;
- Build public/private partnerships that create, strengthen, and foster quality child care in Indiana through statewide initiatives; and
- Foster and support consumer educational programs that promote quality child care.



Who We Are

The business and organizational affairs of the ICCF are managed by a board of directors. The board is comprised of more than 30 directors and nine standing committees. One-third of the directors, representing the public sector, may be appointed by the Governor of the state of Indiana. The remaining two-thirds, elected by the board, represent the private sector. The current working chairs are Carole Stein, Family and Social Services Administration, and Candice Lange, Eli Lilly and Company. The Children's Museum, where the ICCF held its inaugural ceremony, continues to offer support by opening its doors for the board's regular meetings and activities.

Indiana Child Care Fund Founding Board Members

Founding Honorary Co-Chairs

Mrs. Susan Bayh
Mrs. Charlene Lugar

Honorary Chairs

Mrs. Charlene Lugar
Mrs. Judy O'Bannon

Executive Committee Co-Chairs

Candice Lange
Eli Lilly and Company

Carole Stein
Indiana Family & Social Services
Administration

Executive Committee

Dr. Roselyn Cole
Auntie Mame Child Development
Center, Inc.

Craig Hartzler
Indiana Department of
Workforce Development

Thea Kelly
Ice Miller Donadio & Ryan

Dr. Shelley MacDermid
The Center for Families at
Purdue University

Rick Mappin
Dekko Foundation

Timothy McGann
Human Resources
Investment Council

Tina Newell
Community Volunteer

Patricia Riecks
Cinergy Corporation

Tom Rugh
Indiana Association of
United Ways

Marsha Thompson
Indiana Association for
Child Care Resource & Referral

Carlisle V. Williams
Office of the Governor

Board Members

Jim Anderson
The Anderson Corporation

Debbie Beeler
Indiana Head Start Association

Marline Breece
Indianapolis Power & Light Company

William Christopher
Student Assistance Commission

Ellen Clippinger
At Your School Services, Inc.

Tiffany Frash
Hickman + Associates

Mayor Bill Graham
City of Scottsburg
Scott County

Susan Harmless
Indiana Department of Commerce

Dr. Nancy Hoffman
Ivy Tech State College

Jan Keltz
Business Partnership Specialists
Indiana Association of Child Care
Resource and Referral

Amy Ladd
Covered Bridge Special Education District

Mindy M. Lewis
Cummins Engine Company, Inc.

Kathi Likeness
Early Childhood Alliance

Ann Hardwick
The Children's Museum of Indianapolis

Linda Miller
Indiana Department of Education

Peggy Miller
Indiana Family and Social Services
Administration
Bureau of Family Protection
and Preservation

Tom Neltner
Improving Kids' Environment

Carol Rolland
Lincoln Financial Group

Candes Shelton
Child Advocate

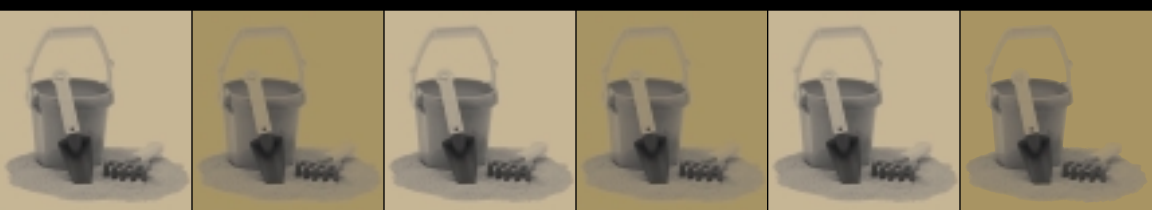
Joe Smith
Commission on Community Service

Linda Strickland
Wishard Health Services

Graham Toft
Economic Development Council, Inc.
Indiana State Department of Health

The Challenge

The results of a three-year needs assessment conducted by Step Ahead, Indiana's county-by-county planning process for the delivery of services to children and families, provided a foundation that enabled the ICCF to clearly identify child care issues that concern most Hoosiers. A 1999 report, "The Status of Child Care in Indiana," prepared by Indiana University Center on Family and Community, cited the lack of available, accessible and affordable high-quality child care as the most crucial issue faced by families today.



The Child Care Reality

- Parents' greatest concern, as they attempt to balance family and work, is the uncertainty of knowing whether or not their young child is in a healthy and safe environment.
- It is estimated that 340,868 Indiana children ages birth through 5 years require some form of nonparental care while their parents are at work. Furthermore, an estimated 337,067 Indiana children ages 6 through 12 years require some form of nonparental care.¹
- In Indiana, 64 percent of working mothers have children under the age of 6; 77 percent of working mothers have children between the ages of 6 and 17.¹
- Indiana's low employment rate signifies a strong job market and an equally strong demand for more parents and other individuals to join the workforce.¹
- More than 70 percent of our children's caregivers have no formal education in child development.
- There is an urgent need for higher-quality care for infants and toddlers—a group that is particularly in danger if left in the care of an inadequately trained or educated individual.

- In Indiana, child care turnover rates vary within regions of the state, but on average the rate is 20-50 percent in centers and 10-30 percent in homes. This means that children are constantly adapting to new caregivers, and administrators are constantly orienting and training staff.¹

¹ The Status of Child Care in Indiana – 1999, The Early Childhood Program and The Indiana Parent Information Network, Inc.



The following statistics support the importance of education, compensation and continuity in the child care industry:

- There are 15,000 child care teachers in the industry. As of January 2000, there were 3,284 family child care homes, 588 child care centers, 92 Head Start centers, and 478 registered child care ministries.
- There are no training/professional requirements for the 3,284 family child care providers serving more than 37,600 preschoolers.
- There are no training/professional requirements for the 478 registered ministries caring for thousands of infants and toddlers.
- Within the 680 child care centers serving approximately 61,000 children, there is a statutory requirement for center directors to have a degree in early childhood development. However, the state's Licensing Section reports that only 75 percent of center directors hold the education credentials. Therefore, it is estimated that 14,333 preschoolers are without qualified staff.
- Head Start's new regulations establish a minimum requirement of an Associate Degree in Early Childhood for at least one teacher per center.

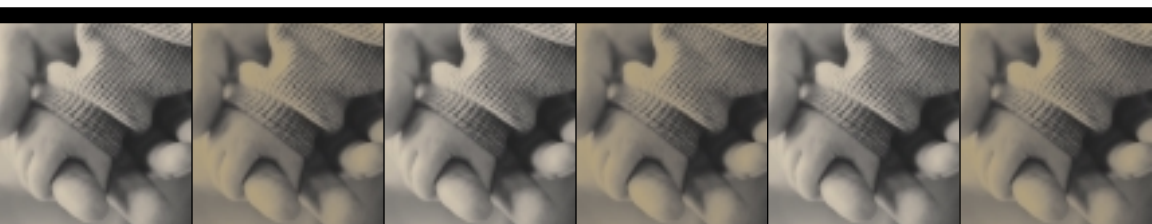
The Reality for Employers

With increasing time constraints, parents are increasingly struggling to manage commitment to their work, their families and their communities. Likewise, being responsive to the child care needs of these busy parents is a challenge for many employers. However, research indicates that high-quality child care allows parents to be able to focus on their work. Unplanned absences and turnover are reduced, and employees are more effective when assured that their children are in a healthy, safe environment.

- A survey of 5,000 employees at five major U.S. corporations found that 82 percent of working parents had missed days at work, arrived late or left early, or had used work time to deal with child care problems.

The most recent comprehensive, nationally representative study of work/family issues was conducted by the Families and Work Institute in 1997, with the results released in 1998. According to their data, the average working parent of a child under 6:

- Missed 2.88 days of work per year to care for a sick child;
- Missed .64 days of work per year because of child care breakdowns;
- Missed 2.76 days of work per year because of other family reasons;
- Started work late or left early 5.16 days per year for family reasons.



Our Corporate Champions

Corporate Champions contribute significantly to the ICCF by providing resources of time, talent and treasure. The long-standing support of Corporate Champions enables the ICCF to leverage its current initiatives, increase exposure for programs and honor major commitments toward improving the future.

Children's Museum of Indianapolis

The long-standing relationship shared with The Children's Museum inspires the ICCF to put children first by hosting board meetings in an environment designed especially for children.

Cinergy Corporation

Cinergy supports the Indiana Child Care Fund because of our commitment to improve the health and well-being of the communities we serve. Businesses, both large and small, should support this worthwhile initiative, not only to help their employees balance work-life responsibilities, but because improving the quality of child care has tangible social and economic benefits that favorably impact every Indiana citizen.

Cummins Engine Company

Cummins Engine Company believes quality child care is an essential building block for the healthy, safe and positive development of our youngest and most precious state resources—our children. We have partnered with the Indiana Child Care Fund by providing financial resources through the Cummins Engine Foundation, having representation on the Fund's Board, and donating graphic services support for its logo development. Through the Fund, we know we are making an important investment in the workers of today as well as Indiana's workforce of tomorrow.

Dekko Foundation

The Dekko Foundation is dedicated to fostering economic freedom to help people stand on their own two feet. By investing in child care, we get in on the ground floor, supporting work that shapes child development at the earliest of stages.

Eli Lilly and Company

Providing real work/life options means more than building brick-and-mortar child care facilities ... it also means reaching out to our communities, to improve the quality of child care far and wide, as Lilly is doing now through the Indiana Child Care Fund.

Hickman + Associates

Hickman + Associates is proud to be in partnership with the ICCF. The agency's support of the ICCF is just one way that Hickman + Associates continues a strong tradition of community service. Addressing the needs of young children and their parents, and developing projects that meet those needs is a powerful outreach effort that the agency believes illustrates the most worthy of causes. Hickman + Associates looks forward to continuing to help the Fund enhance the lives of fellow Hoosiers.

Ice Miller

Ice Miller has committed its resources in support of the Indiana Child Care Fund from its inception. The Fund is an excellent example of a public-private partnership focused on preserving our most valuable and vulnerable population, our children. Investing in the Fund is one more way Ice Miller continues to contribute to the community.

Ivy Tech State College

In light of the mission of Ivy Tech State College, which is to enable individuals to develop to their fullest potential and to support the economic development of Indiana, the college is very pleased to contribute \$20,000 in matching scholarships for T.E.A.C.H. Early Childhood® INDIANA. In addition, Ivy Tech State College is committed to assuring that all Hoosiers will have access to college credit instruction at our campuses statewide in support of the T.E.A.C.H. Early Childhood Project. This commitment will be realized in Fall 2000, when the statewide distance education child development program will offer the necessary courses for all Hoosiers to earn the Associate in Applied Science Degree.

Wishard Health Services

Wishard Health Services strives to provide child care providers with the tools necessary to become licensed. Through our Excellence in Child Care program, we offer nonlicensed child care providers 16 hours of education and training. Our commitment to the Indiana Child Care Fund is a natural extension to our mission of improving the local child care environment.

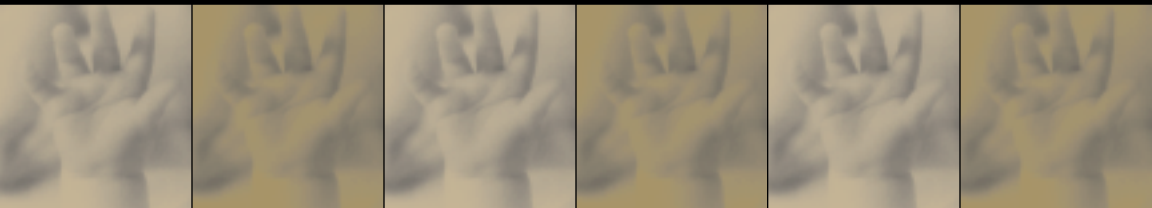
ICCF Child Care Initiatives

The ICCF's initiatives reflect our focus on improving the quality of care and leadership in child care centers, family child care facilities, early childhood programs, and school-age programs. The following is a summary of two ICCF projects.

THE INDIANA TOOL-KIT FOR EMPLOYERS AND COMMUNITY PLANNERS

The Tool-Kit, entitled *Child Care: It's Good Business*, was developed to help build a better partnership between employers and employees by offering solutions for maintaining a balance between home and work. Designed as a management resource, the Tool-Kit provides options and approaches for employers to consider when addressing the urgent needs of their employees. With options for both small and large businesses, the Tool-Kit presents initiatives that fit any budget, as well as suggestions for building partnerships with local communities to better support working families.

The ICCF distributed, at no cost, more than 4,000 Tool-Kits to local community planners and businesses throughout the state. The Tool-Kit has been recognized nationally as a model for statewide public/private initiatives to improve child care. It is being used by all 92 Indiana counties to stimulate child care awareness, to establish a role for the private sector as leaders and investors, and to launch hundreds of new child care initiatives.



T.E.A.C.H. – TEACHER EDUCATION AND COMPENSATION HELPS EARLY CHILDHOOD® INDIANA

The ICCF recognizes that one of the most important elements in providing quality child care is a well-educated and well-compensated staff. Yet, it is clear from national and state research that high-quality child care is in crisis. Inadequate compensation directly impacts retention of qualified early childhood staff.

During 1997-98, Indiana invested \$1 million in scholarships for a college-credit Child Development Associate Credential. Ivy Tech State College, Purdue University, and various resource and referral agencies entered into an education collaboration to create a pilot program to provide this education opportunity statewide. More than 2,000 child care workers participated. This high participation rate suggested that, when given the opportunity, child care providers are eager to improve their education, to provide the highest-quality service to children, and pursue childhood education as a career choice.

Following the success of this state-funded pilot program, the ICCF launched T.E.A.C.H.–Teacher Education And Compensation Helps Early Childhood® INDIANA. This innovative program links training, compensation and commitment to improving the quality of early childhood care and education experiences for young children and their families. T.E.A.C.H. serves as an umbrella for a variety of educational scholarship opportunities for individuals working in licensed, registered or exempt child care centers and homes in Indiana. In 1998, the ICCF board entered into a contract with the Indiana Association for the Education of Young Children (IAEYC) to deliver the T.E.A.C.H. program in Indiana. Since June 1999, more than 450 scholarships have been awarded, benefiting more than 9,500 children.

Financial Highlights 1998-1999

The mission of the Indiana Child Care Fund, Inc., is to attract both public and private investments to support the development of innovative approaches that improve the quality of child care for Hoosier families and employers. To accomplish this mission, the Fund utilizes both direct and in-kind contributions from corporate and public champions.

Indiana Child Care Fund Corporate Champions

Eli Lilly	\$ 75,000
Dekko Foundation	\$ 75,000
Cinergy	\$ 50,000
Cummins Engine	\$ 30,000
USA Group	\$ 1,500
Hickman + Associates (in-kind)	\$ 10,000
Ice Miller (in-kind)	\$ 40,000

Indiana Child Care Fund Public Champions

State of Indiana	\$1,500,000
Ivy Tech State College (in-kind)	\$ 26,928
Wishard Memorial Hospital (in-kind)	\$ 60,000

Cash Report

	1999	1998
<i>Revenue</i>		
Earned Income	\$ 3,000	\$ 11,070
Cash Contributions	\$ 90,000	\$ 141,500
Expenditures		
Tool-Kit	\$ 170	\$ 42,670
T.E.A.C.H. Indiana	\$ 51,730	\$ 10,930
Administration and Development	\$ 22,600	\$ 30,400

The Indiana Child Care Fund, Inc., has served as a catalyst for substantial state accomplishments since its official launch in December 1997.

- The ICCF's first two initiatives, the Tool-Kit and T.E.A.C.H., are successful thanks to the overwhelming support received from the Corporate Champions. Most recently, the partnership between the ICCF and the Corporate Champions helped secure \$3 million in state funding. This funding will support the T.E.A.C.H. initiative through 2001.
- The Business Partnership Specialist Initiative funded by the Division of Family and Children has enabled experienced individuals to work with Cinergy Corporate Mentors and local community teams to increase the role of the private sector in expanding and enhancing quality child care.
- The Indiana Family and Social Services Administration has partnered with SCORE (the Service Corps of Retired Executives), the Indiana Development Finance Authority, and the Indiana Association for Child Care Resource and Referral Agencies to address the business side of child care with technical assistance and making access to facility financing possible.



Looking Toward the Future

Our continuing commitment:

T.E.A.C.H. – TEACHER EDUCATION AND COMPENSATION HELPS EARLY CHILDHOOD® INDIANA

The ICCF will continue to manage the funding of Indiana's T.E.A.C.H. program. The board is also working with employers and community planners to encourage increased participation in this program.

The Indiana Tool-Kit: Child Care: It's Good Business

The ICCF will produce Phase 2 components to the Tool-Kit, including additional financial incentives as well as a listing of new Indiana businesses investing in child care. Our long-term goal is to make the Tool-Kit available on the Internet for easy access.

Corporate Mentor Initiative

The Business Partnership Specialist Initiative, in partnership with the Cinergy Corporate Mentor Initiative, will continue to support local communities in building partnerships with the private sector to establish public/private partnerships as “a way of doing business.”

New Directions

- The ICCF is in a unique position to establish an Early Childhood Intergenerational Partnership with corporate retirees. Research tells us that caring adults working together with young children in a child care setting enriches both the lives of the children and of our senior population.
- The ICCF also recognizes the need to make education available to child care teachers wherever they work and live. Therefore, the state is establishing a Web-Based Early Childhood Development Instruction program for teachers in rural and urban Indiana.

“Many of the problems facing our society are too big for any one sector of society to handle all by itself.
That’s certainly true with child care.

“I am deeply grateful to Indiana’s corporate leaders who support the Indiana Child Care Fund. Their support is so important because in 60 percent of Hoosier households, every parent works outside the home.

“These corporate leaders also understand that when parents can place their children in safe, reliable, affordable child care, those parents are more dependable, more productive employees, too.”

Governor Frank O'Bannon





P.O. Box 1783
Indianapolis, IN 46206-1783